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SUMMARY COMMENTS ON REORGANIZATION PLAN

The two-fold purpose of the reorganization was to structure the Office of Security along "clean, functional lines" and otherwise consolidate operating and staff units to permit the deletion of excessive positions, ranging from supergrade to clerical, without diminishing our operational effectiveness.

The most immediate and obvious reductions from a personnel and management standpoint are:

1. Elimination of all senior staff elements
2. Reduction of Divisions from nine to six
3. Deletion of [REDACTED] positions, including one supergrade position
4. Reduction of the average grade from 10.016 to 10.008

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Significant organizational changes include the following:

1. Policy and Management:
 - a. A Deputy Director for Policy and Management (DD/PM) is established to merge, under one senior officer's supervision, matters relating to the monitoring of budgetary program submissions, project objectives, and traditional administrative support.
 - b. The DD/PM will also absorb all activities in the field of security policy, including the Special Security Center, Secretariat of the Security Committee United States Intelligence Board, and the Information Handling Group's

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responsibilities for computer security, Executive Order 11652, and Top Secret Control.

- c. Additionally, the Security Records Division is being placed under the DD/PM to consolidate all service functions under one manager.
- d. In effect, the DD/PM replaces the former Executive Staff and Administration and Training Staff.

2. Security Screening, Investigations, and Support:

- a. The consolidation of the Investigations and Operational Support Directorate and the Personnel Security Directorate into a new major component known as the Personnel Security and Investigations Directorate (DD/PSI) will place all people oriented problems in the clearance and investigative support field under the supervision of one senior officer. Benefits derived from this action will create greater uniformity, reduce clearance processing time, and improve understanding within Agency elements outside the Office of Security on overt and covert clearance matters.

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- b. In placing the [REDACTED] within the DD/PSI, duplication will be eliminated by having all personnel handling employee problems and clearances within the same Directorate, with the ability to communicate directly with the field.
- c. The Security Research Staff is being eliminated and its functions are being absorbed within the Clearance Division

by assignment of a Counter-intelligence Specialist to the Chief, Clearance Division, and the creation of a Research Branch in that element.

- d. The polygraph program is being transferred to the Security Support Division to emphasize the continuing requirements for its use in operational situations. It is renamed the Interrogation Branch.

3. Physical, Technical, and Overseas Security:

- a. Realignments in the Physical, Technical, and Overseas Directorate will consolidate all survey functions, whether foreign or domestic, under one senior supervisor increasing our flexibility in this regard, and placing similar skills in the same unit. In this process the Overseas Security Support Division has been eliminated.
- b. Placement of alarms and physical security equipment specialists in the Technical Division will substantially increase our capability to respond in the technical field. It will also place all engineering capabilities within one division, with the exception of the Safety Branch which is an integral part of the Physical Security function.

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MEMORANDUM FOR: Director of Security

SUBJECT : Request for Director of Security Assessment Regarding
Continuance of Functions and Possible Placement

1. The functions subcommittee has been tasked with reviewing the functions of SRS and recommending disposition of each, and has sought guidance as to which functions should be continued or discontinued, and, if continued, possible placement of those functions within the reorganization. Since most of the priority functions of this Staff were assigned by yourself or your predecessors, it would appear appropriate to obtain your judgment or assessment of each such effort, both in regard to continuance and as to ultimate location of the function in the reorganization, if continued.

2. For reference, the following reflects the present staffing of the Security Research Staff and that of the Research Branch, Clearance Division, DD/PSI, which in some ways will be the successor:

| <u>Security Research Staff</u> | <u>Research Branch</u> | | | | |
|--------------------------------|--|------|---|------------|------|
| 25X9 | [REDACTED] Professionals* [REDACTED] Clerical | 25X9 | [REDACTED] Professionals** [REDACTED] Clerical** | [REDACTED] | 25X9 |

*The functions and activities of the present Deputy Chief, SRS, are integrated elsewhere in the reorganization and such of his activities which might be expected to continue, such as liaison with the Federal Bureau of Investigation, are not included in SRS functions which need review.

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 **Of the [REDACTED] professional and [REDACTED] clerical positions allocated for the new Research Branch, one professional position and one clerical position are encumbered full-time for the Reinvestigation Program, another function assigned to the Research Branch, leaving [REDACTED] professionals and [REDACTED] clerical for all other functions to be assumed by the Research Branch.

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3. Thus, with [redacted] professionals to perform many of the functions formerly carried out by this Staff, it is apparent there must be a severe reduction of functions in the new Research Branch, either by elimination of function or by transfer of the function to another Office of Security component. Many of the functions in which you have expressed interest in the past can be diminished or compressed. For example:

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a. [redacted] presently expend much of their effort in counterintelligence liaison (other than with the FBI) serving requests by OS components against other agencies and responding to other agencies' requests. This activity could probably be compressed further into one full-time officer with some loss in effectiveness and response time.

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But, even with such compressions as indicated, we have consumed [redacted] of the [redacted] positions in the new Research Branch available for such work and leave only one officer for all other functions, both retained such as the exploitation of defector materials, a comprehensive counterintelligence program, etc., and as directed by his Division chief.

4. For immediate planning purposes, to fulfil the early deadlines already established, it would be appreciated if you would review the attached outlines of existing functions and indicate your desires regarding the function (continue, continue with low priority, discontinue), and where you wish

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any retained functions to be placed in the reorganization structure. In the latter instance, I have attempted to indicate the more likely options for this to facilitate your assessment.

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[REDACTED]
Chief, Security Research Staff

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